



Devonport  
High School  
For Boys

"Everyone Succeeds"



# Application Pack

Position: SEND Learning Mentor



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# Welcome

It gives me great pleasure to welcome you to Devonport High School for Boys. We are a happy and vibrant grammar school committed to providing a disciplined and caring environment where every young person can thrive.

Our vision is that 'Everyone Succeeds', and we strive to create a culture of high expectations where students achieve levels of excellence that reflect their full potential.

At Devonport High School for Boys, we are passionate about inspiring confidence, developing talents, and supporting individuals to enhance their skills and shape their future. We value every member of our community and are dedicated to fostering a sense of belonging for all. We recognise, respect, and value difference, and we work hard to remove any barriers to success.

We are committed to the professional development of our staff, ensuring that our policies and procedures benefit all employees. We believe that Devonport High School for Boys is a truly special place to work, where you will be supported to grow and make a real difference in the lives of our students.



I hope this recruitment pack provides you with a comprehensive overview of our school and the exciting opportunities available. I encourage you to consider joining our dedicated team.

Dan Roberts - Headteacher

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The relationships between all students and relationships with staff is a real strength of this school. There is a mutual respect, students feel that staff will go out of their way to support them in every way.

OFSTED 2023



## Our Location

Devonport High School for Boys is located in Plymouth, Britain's Ocean City, a vibrant coastal city offering a unique blend of history, culture, and natural beauty.

Plymouth Sound, a designated National Marine Park, provides stunning coastal views and scenic waterfront walks, perfect for relaxation and recreation.

The city also offers easy access to the rugged landscapes of Dartmoor National Park, providing opportunities for outdoor adventures and exploration. This exceptional location enriches the school environment and provides a wealth of opportunities for students and staff alike.



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The students are extremely lucky to belong to this school and they know it, they value the importance of belonging here. The school develops boys and girls into exemplary young people. It is a wonderful community.

OFSTED 2023



# Our School

At Devonport High School for Boys, we believe that education has the power to transform lives.

Our goal is to create a stimulating and supportive environment where every student can thrive, regardless of their starting point. We balance expert teaching with the freedom for our staff to use their professional judgment, ensuring that lessons are both high-quality and engaging.

We know that every student is different, with their own strengths and interests. That's why we offer a broad and challenging curriculum, delivered in a way that encourages curiosity and independent thinking. Our approach helps students develop the skills they need to succeed in an ever-changing world.

## Why work with us?

Work in an environment where core values drive a strong sense of community and purpose

### INTELLECTUAL RIGOUR

Work with dedicated practitioners who are passionate about their subjects and committed to academic excellence.

### LEADERSHIP

Enjoy a transparent career progression framework and in-house development opportunities for staff at all levels. Be trusted as a professional to lead in the classroom, with the encouragement and support to pilot new ideas and shape our school's future.

### COLLABORATION

Benefit from our established peer-to-peer coaching model, providing dedicated time to observe colleagues and engage in supportive, professional dialogue. Work with 21<sup>st</sup> century teaching tools with a chromebook for every staff member and an excellent training program to support.

### CONFIDENCE WITH HUMILITY

Thrive in a high-trust, low-blame culture where taking thoughtful risks is encouraged, and reflection is valued as a key part of professional growth. Join a school where positive relationships are the bedrock of all we do, creating a supportive and welcoming environment for both students and staff.

### RESILIENCE

Benefit from our established peer-to-peer coaching model, providing dedicated time to observe colleagues and engage in supportive, professional dialogue. Work in a genuinely collaborative environment where departmental and pastoral teams share resources, planning, and best practice to lighten workload and improve outcomes for all.

### CREATIVITY

Enjoy the curriculum freedom and encouragement to be innovative in your teaching, developing lessons that challenge, inspire, and foster entrepreneurial thinking.

At DHSB, teaching is built on trust, teamwork, and a commitment to excellence. We provide a supportive environment where teachers are valued, encouraged, and given the tools to make a real difference. If you're passionate about education and want to be part of a forward-thinking school, we'd love to hear from you.



# **SEND Learning Mentor - 35.16 hours per week, 39 weeks per year**

## **Grade C SCP 5 - 7 (Annual Salary £25,583 to £26,403)**

### **Prorated salary £20,820 to £21,487**

We are looking for a responsible, proactive, and well-qualified individual to help students with a variety of needs across the school. The postholder will support our young people to access a full curriculum, spending time both in the classroom, in our SEND base and supporting the SENCO with administrative support.

We welcome applications from both experienced practitioners and those looking to start their career in education. For the right candidate, we are open to offering this position as an apprenticeship, providing you with a fully funded qualification, structured on-the-job training, and a dedicated mentor.

The successful candidate should be resilient and have experience working with young people who have complex needs. A passion to ensure the best outcomes and experiences for our students is essential.

#### **Desirable Criteria:**

- Experience and knowledge of working with autistic young people.
- Background, qualification, or experience in STEM subjects.
- The ability and willingness to actively support practical PE sessions / off site school activities.

#### **Apprenticeship Entry Requirements:**

- Minimum of 5 GCSEs (or equivalent) including English and Maths at Grade 4/C or above.

The school's SENCO and relevant outside agencies will fully support the postholder in this role.

A passion to ensure the best outcomes and experiences for our students is essential.

This post is available for an immediate start.

For more information please visit [www.dhsb.org/recruitment](http://www.dhsb.org/recruitment) and to request an informal discussion about this role with our SENCO, Jo Weaver, please contact Mikaela Blows, Head's PA, at [mikaela.blows@dhsb.org](mailto:mikaela.blows@dhsb.org).

Please apply by completing and returning the school application form by 9.00am on Monday 15th June. Interviews will be held later that week.

The school is committed to safeguarding and promoting the welfare of its students and expects all staff and volunteers to support this commitment. Full DBS disclosure will be required for the successful applicant.

We also recognise, respect and value differences and understand that diversity is a strength.

[Link to application form.](#)

[Link to more information and Equity, Diversity and Inclusion Strategy.](#)

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The curriculum is ambitious, there are so many more subjects on offer than most schools, the students are very lucky. There is an importance on developing cultural capital for all young people through the arts, languages and the classics.

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# Job Description

**Job Title: SEND Learning Mentor (Student Support)**

**Grade: C SCP 5 - 7 (Annual Salary £25,583 to £26,403) Prorated salary £20,820 to £21,487**

**Hours worked: 35.16 hours per week, 39 weeks per year**

## **Main Purpose of Job:**

To work under the instruction and guidance of the SENCO teaching and senior staff to undertake work, care and support programmes to enable access to learning for students and to assist the teacher in the management of students and the classroom. Work may be carried out in the classroom, outside the main teaching areas or in the SEN base. To support the SENCO with administrative support of approx 5 hours per week.

## **Duties and Responsibilities to include:**

### **Support for Students**

1. Supervise and provide particular support for students, including those with special needs, ensuring their safety and access to learning activities.
2. Assist with the development and implementation of Individual Education/Behaviour Plans and Personal Care programmes.
3. To co-ordinate, resource and deliver individual learning programmes where appropriate e.g 1:1 dyslexia support, precision spelling or social skills
4. Establish constructive relationships with students and interact with them according to individual needs.
5. Promote the inclusion and acceptance of all students.
6. Encourage students to interact with others and engage in activities led by the teacher.
7. Set challenging and demanding expectations and promote self-esteem and independence.
8. Provide feedback to students in relation to progress and achievement under guidance of the teacher.
9. Actively support practical PE sessions / off site school activities.

### **Support for the Teacher**

1. Create and maintain a purposeful, orderly and supportive environment, in accordance with lesson plans and assist with the display of students' work.
2. Use strategies, in liaison with the teacher, to support students to achieve learning goals.
3. Assist with the planning of learning activities.
4. Monitor students' responses to learning activities and accurately record achievement and progress as directed.
5. Provide detailed and regular feedback to teachers on students' achievement, progress, problems etc.
6. Promote good student behaviour, dealing promptly with conflict and incidents in line with established policy and encourage students to take responsibility for their own behaviour.
7. Provide clerical/admin support e.g. photocopying, typing, filing, money, administer coursework etc.



## Job Description Continued...

### Support for the Curriculum

- Undertake structured and agreed learning activities and teaching programmes, adjusting activities according to student responses.
- Support the use of ICT in learning activities and develop students' competence and independence in its use.
- Prepare, maintain and use equipment/resources required to meet the lesson plans/relevant learning activity and assist students in their use.

### Support for the School

1. Be aware of and comply with policies and procedures relating to child protection, health, safety and security, confidentiality and data protection, reporting all concerns to an appropriate person.
2. Be aware of and support differences and ensure all students have equal access to opportunities to learn and develop.
3. Contribute to the overall ethos, work and aims of the school.
4. Appreciate and support the role of other professionals.
5. Attend and participate in relevant meetings as required.
6. Participate in training and other learning activities and performance development as required.
7. Assist with the supervision of students out of lesson times, including before and after school, and at break and lunchtime.
8. Accompany teaching staff and students on visits, trips and out of school activities as required and take responsibility for a group under the supervision of the teacher.
9. Supporting the SENCO with administrative support

